Enterprise Services Directorate
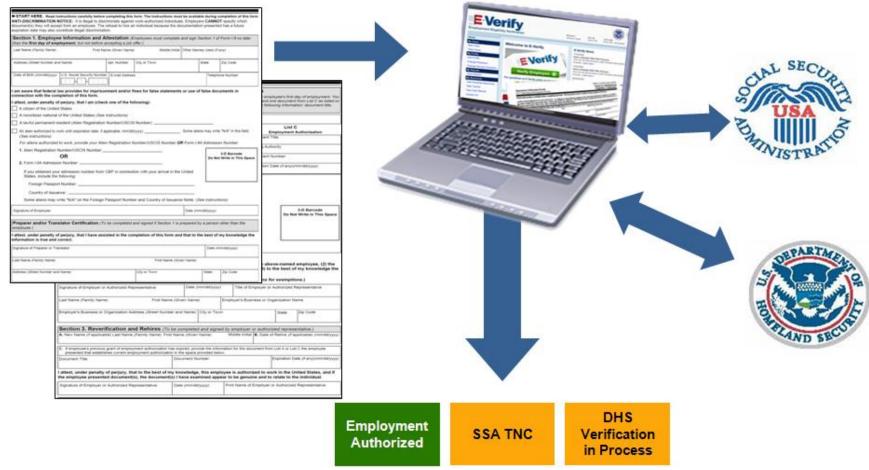
E-Verify Overview
USCIS National Immigration Conference
May 2015

What is E-Verify?

- Electronically verifies the employment eligibility of

    - Newly hired employees

    - Certain existing employees of covered federal contractors

- Free web-based service

- Fast and easy to use

- Partnership between the U.S. Department of Homeland Security (DHS) and the Social Security Administration (SSA)

How does E-Verify work?

U.S. Citizenship and Immigration Services

Form I-9 and E-Verify

- From Section 1 of Form I-9, the employer enters the employee's citizenship or immigration status
  - A citizen of the United States,
  - A noncitizen national of the United States,
  - A lawful permanent resident, or
  - An alien authorized to work
- From Section 2 of Form I-9, the employer indicates which document(s) the employee provided
  - List A document
    - Or
  - List B and List C documents

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Services

Form I-9 and E-Verify

- After the employer indicates the documents provided, the employer enters the following data from Form I-9
    - Last Name
    - First Name
    - Date of Birth
    - Social Security number
    - Hire Date
    - Document expiration date

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E-Verify Photo Matching

- Allows employers to match the photo on a document to the photo that DHS has on file for that employee

  - Employment Authorization Document (Form I-766)

  - Permanent Resident Card, AKA "green card"(Form I-551)

  - U.S. Passport or Passport Card

- Employer cannot specifically request one of these documents

- Photo Match helps detect document fraud

What is a Tentative Nonconfirmation (TNC)?

A TNC means that information from an employee's Form I-9 did not match government databases.
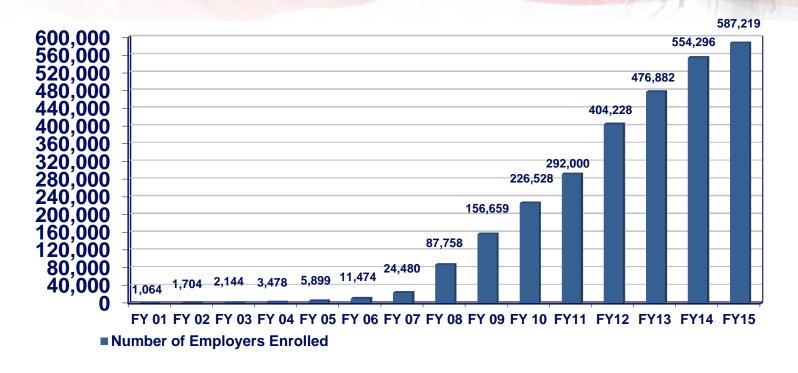
<u>Note</u>: It may not mean an employee is unauthorized to work. There are legitimate reasons why an employee may receive this result.

Common reasons for TNCs:

- Social Security number (SSN) does not match

- Identification document could not be verified

- Citizenship or immigration status changed

- Name change was not reported

- Name entered on I-9 is different than recorded in government databases

- Information was not entered correctly in E-Verify

E-Verify Statistics

Number of Employers Enrolled by fiscal year:

Fiscal Year	Number of Employers Enrolled
FY 01	1,064
FY 02	1,704
FY 03	2,144
FY 04	3,478
FY 05	5,899
FY 06	11,474
FY 07	24,480
FY 08	87,758
FY 09	156,659
FY 10	226,528
FY11	292,000
FY12	404,228
FY13	476,882
FY14	554,296
FY15	587,219

■ Number of Employers Enrolled

- More than 28 million cases created in FY 2014

- As of April 3, 2015, more than 14.6 million cases created in FY15

- Employers in every industry, state and U.S. territory use E-Verify

FY 2014 E-Verify Enhancements

- Launched Fraud Alert, the ability to lock Social Security numbers that are potentially being used fraudulently.

- Launched a new telephony system to improve the E-Verify customer experience.

- Developed Duplicate Case Alert, a feature to notify users of duplicate cases. This feature was suggested by users.

- Developed a new Final Nonconfirmation (FNC) review process.

- Launched a Business Process Reengineering (BPR) effort to capture, analyze and prioritize business needs. The findings will support the Verification Modernization effort.

FY 2015 E-Verify Enhancements

- Launched an E-Verify twitter handle, Twitter.com/EVerify, in January 2015.

- Retired E-Verify records in January 2015 to comply with National Archives and Records Administration (NARA) schedules.

- Launched myE-Verify, a feature that allows users to lock their Social Security number in E-Verify after creating an account. The myE-Verify feature became available nationwide on April 12, 2015.

FY 2015 Planned E-Verify Enhancements

- Publish the proposed FNC review process in the *Federal Register* for public comment (Q3 FY 2015).

- Complete the development of a Mobile E-Verify application for release in FY 2016 (Q4 FY 2015).

- Launch additional features in myE-Verify allowing employees to check the status of their E-Verify case and run reports that provide a case history on the use of their Social Security number in E-Verify (Q4 FY 2015).

- Award contracts for Verification Modernization, which will include upgrades to the Verification Information System (VIS) technology and architecture (Q4 FY 2015).

About this Presentation

- Author: USCIS OLA

- Date of last revision: May 11, 2015

- This presentation is current only as of the date of last revision.

- This presentation contains no sensitive Personally Identifiable Information (PII).

- Any references in documents or text, with the exception of case law, relate to fictitious individuals.

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